



Data

ESG data, consolidated financial statements, and results by segment are presented in a long-term data format.

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ESG Data

[Environment*1]

	Unit	FY 2020	FY 2021	FY 2022	FY 2023
Energy consumed					
Electricity	MWh	728	1,044	1,399	1,719
Gas*2	thousand Nm ³	68	84	107	120
Total energy consumed*3	GJ	10,361	14,193	18,643	22,399
Water usage*4					
Total water withdrawn	m ³	2,329	4,096	6,425	6,722
Municipal potable water	m ³	237	290	461	572
Grey water	m ³	2,091	3,805	5,963	6,149
GHG*5 emissions					
Scope 1*6	t-CO ₂	0	0	0	0
Scope 2*7 (location-based)	t-CO ₂	477	639	840	1,021
Scope 2 (market-based)	t-CO ₂	525	668	851	999
Scope 1 and 2 (market-based)	t-CO ₂	525	668	851	999
Scope 3*8	t-CO ₂	–	15,679	18,638	21,509
Category 1 Purchased goods and services	t-CO ₂	–	12,270	15,147	18,854
Category 2 Capital goods	t-CO ₂	–	2,098	1,631	498
Category 3 Fuel- and energy-related activities not included in scope 1 or scope 2	t-CO ₂	–	133	175	206
Category 4 Upstream transportation and distribution	t-CO ₂	–	107	141	127
Category 5 Waste generated in operations	t-CO ₂	–	13	16	13

	Unit	FY 2020	FY 2021	FY 2022	FY 2023
Category 6 Business travel	t-CO ₂	–	85	310	427
Category 7 Employee commuting	t-CO ₂	–	165	330	425
Category 8 Upstream leased assets	t-CO ₂	–	–	–	–
Category 9 Downstream transportation and distribution	t-CO ₂	–	–	–	–
Category 10 Processing of sold products	t-CO ₂	–	–	–	–
Category 11 Use of sold products	t-CO ₂	–	–	–	–
Category 12 End-of-life treatment of sold products	t-CO ₂	–	0	0	0
Category 13 Downstream leased assets	t-CO ₂	–	805	884	961
Category 14 Franchises	t-CO ₂	–	–	–	–
Category 15 Investments	t-CO ₂	–	–	–	–
Others	t-CO ₂	–	–	–	–
Scope 1, 2, and 3 (market-based)	t-CO ₂	–	16,347	19,489	22,508
Scope 1, 2, and 3 emissions intensity (per net sales)	t-CO ₂ /hundred million yen	–	81.7	78.2	69.3

*1 The table above shows calculations for the Company's non-consolidated results and covers 96.0% (percentage of non-consolidated net sales to consolidated net sales) of our business scope as of FY2023 *2 After calculating the consumption per office area using the actual results in certain offices where the consumption can be determined, gas consumption is calculated by multiplying this value by the total area of all offices where gas can be used *3 Using the calculation method based on the Energy Conservation Law, total energy consumed is calculated based on the total values of electricity and gas consumption *4 Total water withdrawn is calculated based on the amount of water used per employee is calculated using the actual results at our headquarters, where the amount of usage per person can be determined, and the value is then multiplied by the total number of employees *5 GHG: greenhouse gas *6 Scope 1 is calculated by aggregating direct GHG emissions from the offices and facilities owned by the Company *7 Scope 2 is calculated by aggregating by indirect GHG emissions from the use of purchased electricity and thermal energy in each office *8 Scope 3 is calculated by aggregating the GHG emissions of the entire value chain (Categories 1 through 15), excluding Scope 1 and Scope 2

[Society*1]

	Unit	FY 2020	FY 2021	FY 2022	FY 2023
Composition of employees					
Number of employees	persons	934	1,172	1,326	1,782
Percentage of female	%	34.2	33.6	35.2	36.4
Percentage of foreign nationals²	%	3.0	2.6	2.6	6.2
Percentage of employees located offshore	%	1.0	0.8	0.7	4.5
Percentage of employees with disabilities^{3,4}	%	1.6	2.4	2.6	2.4
Number of employees in STEM divisions⁵	persons	313	404	420	529
Percentage of female	%	12.1	13.1	13.1	14.9
Percentage of female creators	%	46.9	53.8	55.6	60.0
Number of employees in Business division⁶	persons	614	766	897	1,243
Percentage of female	%	45.1	44.5	45.0	45.7
Number of managers	persons	145	182	202	215
Percentage of female	%	14.5	16.5	17.8	18.1
Recruitment					
Number of new graduates	persons	34	70	74	74
Percentage of female	%	23.5	28.6	25.7	36.5
Number of mid-career	persons	231	260	232	546
Percentage of female	%	31.2	34.0	41.4	37.7
Percentage of recruitment through referrals	%	–	–	12.0	12.9
Other human resources related⁷					
Average length of service	years	2.6	2.8	3.1	2.8
Male	years	2.7	2.8	3.1	2.8
Female	years	2.6	2.9	3.2	2.8

	Unit	FY 2020	FY 2021	FY 2022	FY 2023
Average annual salary	yen	6,275,941	6,661,892	7,063,337	7,516,251
Male	yen	6,580,904	6,988,923	7,431,655	7,999,431
Female	yen	5,549,397	5,896,162	6,244,215	6,578,935
Average age	years old	33.6	32.4	32.4	32.0
Male	years old	33.8	32.6	32.7	32.4
Female	years old	33.1	32.0	32.0	31.3
Turnover rate	%	6.3	9.8	12.9	9.9
Male	%	7.2	10.2	13.8	10.5
Female	%	4.2	8.8	10.7	8.9
Percentage of paid holidays taken⁸	%	60.6	68.6	75.1	74.0
Percentage of parental leave taken	%	58.5	74.5	73.2	70.9
Male	%	39.3	61.8	64.8	53.7
Female	%	100.0	100.0	100.0	100.0
Percentage of employees returning to work after parental leave⁹	%	100.0	100.0	100.0	98.5
Male	%	100.0	100.0	100.0	97.8
Female	%	100.0	100.0	100.0	100.0
Unipos⁸ posting rate	%	59.4	62.3	59.6	58.1
Number of appreciation posts in Unipos	posts	Approx. 36,000	Approx. 49,000	Approx. 45,000	48,862
Percentage of employees praised in Unipos	%	83.3	86.0	84.7	82.7
Average response rate for engagement survey	%	87.6	85.8	82.6	79.5
eNPSSM*9 (degree of recommendation of the workplace)	%	–	–	-12.5	-0.6
Average response rate for stress checks	%	80.1	71.7	77.9	76.4

*1 In principle, the table above shows calculations for regular employees and contract employees of the Company and its subsidiary. In addition, the number of employees and ratios are calculated based on actual results as of the end of each fiscal year *2 As of the end of May 2024, we have employees from 21 nations including Japan *3 Calculated for regular employees, contract employees and part-timers of the Company *4 Calculated on the fiscal year ending in March (April to March of the following year) *5 Calculated for employees in engineering, R&D, and creator positions, including regular employees and contract employees of the Company and its overseas subsidiaries *6 Number of employees in Business divisions are calculated for regular employees and contract employees outside of the STEM divisions *7 Calculated for regular employees *8 We use a Peer Bonus[®] platform service provided by Unipos Inc. The platform involves all employees *9 eNPSSM stands for Employee Net Promoter Score. It is a service mark of Bain & Company, Inc., Fred Reichheld, and Satmetrix Systems, Inc. The eNPSSM is obtained by subtracting the percentage of Detractors from the percentage of Promoters of working for the Company

[Society]

	Unit	FY 2020	FY 2021	FY 2022	FY 2023
Training related					
Total participation time for Katachi-related training*1	hours	–	–	Approx. 5,600	Approx. 15,000
Investments in Geek Seek*2	million yen	25	39	43	43
Investments in measures for interaction among employees	million yen	3	5	12	16
Total number of participants in internal coaching	persons	–	–	Approx. 800	748
Information security related					
Proportion of those qualified as Protection of individual Information Person	%	81.8	82.3	88.0	86.7
Number of major incidents	cases	0	0	0	0
Total participation time for information security related training	hours	–	–	–	5,181
Others					
Expenditures for donations, sponsorship money and other	million yen	9	11	19	23

*1 Total time spent by all employees participating in opportunities to discuss our philosophy, etc.

*2 We aggregate the amount of subsidies for STEM Division employees to purchase books and tools and to participate in events

[Governance*3]

	Unit	FY 2020	FY 2021	FY 2022	FY 2023
Board of Directors*4					
Number of Directors	persons	10	9	9	9
Percentage of female	%	10.0	22.2	22.2	22.2
Percentage of outside	%	40.0	44.4	44.4	44.4
Percentage of independent	%	20.0	33.3	44.4	44.4
Number of Board of Directors' meetings	meetings	17	17	17	15
Percentage of attendance	%	100.0	99.4	100.0	99.3

	Unit	FY 2020	FY 2021	FY 2022	FY 2023
Audit & Supervisory Committee					
Number of Directors serving on the Audit & Supervisory Committee	persons	4	4	4	4
Percentage of female	%	25.0	50.0	50.0	50.0
Percentage of outside	%	100.0	100.0	100.0	100.0
Percentage of independent	%	50.0	75.0	100.0	100.0
Number of Audit & Supervisory Committee meetings	meetings	13	12	13	13
Percentage of attendance	%	100.0	100.0	100.0	100.0
Compliance					
Number of whistle-blowing reports	cases	9	11	14	20
Number of significant compliance violations	cases	0	0	0	0
Number of legal actions taken by the authorities regarding corruption, bribery, etc.	cases	0	0	0	0
Number of violations of the code of conduct and ethical standards	cases	0	0	0	0
Bribery	cases	0	0	0	0
Number of cases of personal information leakage or data theft/loss*5	cases	0	0	0	0
Proportion of employees receiving compliance-related training	%	100.0	100.0	100.0	100.0
Percentage of participants taking compliance training	%	–	–	–	100.0
Percentage of participants taking anti-bribery training	%	–	–	–	100.0
Percentage of participants taking training on respect for human rights	%	–	–	–	100.0
Percentage of participants taking training on personal information protection and information security	%	100.0	100.0	100.0	100.0
Percentage of participants taking insider trading regulation training	%	100.0	100.0	100.0	100.0
Percentage of participants taking harassment prevention training	%	100.0	–	100.0	100.0
Percentage of participants taking training on joining the company	%	100.0	100.0	100.0	100.0
Political contributions	yen	0	0	0	0

*3 The table above shows calculations for the Company's non-consolidated results. In addition, the number of directors and ratios are calculated based on actual results as of the end of each fiscal year *4 Calculated including Directors serving on the Audit & Supervisory Committee *5 We compile the number of cases reported to the Personal Information Protection Commission and other national regulatory authorities

Consolidated Financial Statements

[Consolidated B/S]

(millions of yen)

Assets	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Current assets								
Cash and deposits	2,004	3,546	5,627	12,815	12,389	15,432	21,114	24,874
Accounts receivable - trade	165	207	318	441	571	756	1,180	1,229
Prepaid expenses	460	255	322	410	469	478	604	884
Allowance for doubtful accounts	-5	-4	-2	-3	-4	-3	-32	-34
Others	38	157	30	176	117	194	341	715
Total current assets	2,668	4,166	6,298	13,840	13,542	16,856	23,207	27,671
Non-current assets								
Total property, plant and equipment	113	164	406	414	504	806	770	520
Total intangible assets	498	602	835	926	1,209	1,147	1,533	1,610
Software	497	601	834	925	1,023	917	827	691
Goodwill	-	-	-	-	185	229	706	919
Total investments and others assets	208	365	1,538	7,639	9,053	7,481	5,689	7,790
Investment securities	-	-	1,093	6,941	8,344	6,262	3,705	3,799
Deferred tax assets	-	-	-	145	-	416	595	950
Others	-	365	444	697	708	803	1,388	3,039
Total non-current assets	820	1,132	2,780	8,979	10,768	9,435	7,993	9,920
Total assets	3,489	5,299	9,079	22,819	24,310	26,292	31,200	37,592

(millions of yen)

Liabilities	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Current liabilities								
Short-term borrowings	296	13	18	20	200	-	-	-
Current portion of long-term borrowings	113	94	133	1,267	1,085	477	558	930
Advances received	2,100	2,798	3,923	5,289	6,719	8,199	10,729	13,660
Accounts payable - other	320	654	770	596	1,175	1,081	1,929	1,701
Others	278	259	584	1,161	1,062	1,749	1,764	2,712
Total current liabilities	3,109	3,819	5,428	8,335	10,243	11,507	14,982	19,004
Non-current liabilities								
Long-term borrowings	190	127	233	3,892	879	2,547	2,838	3,549
Deferred tax liabilities	-	-	-	-	571	-	-	-
Others	16	39	43	38	31	144	188	266
Total non-current liabilities	207	166	277	3,931	1,482	2,691	3,027	3,815
Total liabilities	3,316	3,986	5,706	12,267	11,725	14,199	18,009	22,819
Net assets								
Total shareholders' equity	179	1,315	3,369	10,557	10,892	11,832	12,454	13,792
Accumulated other comprehensive income	-6	-2	-7	-15	1,623	112	206	213
Share acquisition rights	-	-	10	10	65	142	457	638
Non-controlling interests	-	-	-	-	2	5	72	128
Total net assets	172	1,312	3,372	10,552	12,584	12,093	13,190	14,772
Total liabilities and net assets	3,489	5,299	9,079	22,819	24,310	26,292	31,200	37,592

[Consolidated P/L]

(millions of yen)

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Net sales	4,839	7,324	10,206	13,362	16,184	20,420	25,510	33,878
Cost of sales	1,026	1,435	1,597	1,821	1,992	2,515	3,683	5,064
Gross profit	3,812	5,888	8,608	11,541	14,192	17,904	21,827	28,814
Gross profit margin	78.8%	80.4%	84.3%	86.4%	87.7%	87.7%	85.6%	85.1%
SG&A	4,590	8,950	9,458	10,783	13,455	17,272	21,627	27,477
Adjusted operating profit*1	-778	-3,061	-849	757	785	730	942	1,709
Adjusted operating profit margin	-	-	-	5.7%	4.9%	3.6%	3.7%	5.0%
Operating profit	-778	-3,061	-849	757	736	631	199	1,337
Operating profit margin	-	-	-	5.7%	4.6%	3.1%	0.8%	3.9%
Non-operating income	9	10	16	8	106	1,042	328	49
Non-operating expenses	11	26	58	330	468	705	405	163
Ordinary profit	-780	-3,077	-891	435	375	968	122	1,224
Extraordinary income	-	-	4	-	0	105	817	40
Extraordinary losses	3	1	50	100	4	165	1,035	409
Profit (loss) before income taxes	-784	-3,078	-937	335	370	908	-96	855
Total income taxes	6	7	7	-4	189	56	60	-61
Profit (loss) attributable to owners of parent	-790	-3,085	-945	339	182	857	-141	953
Profit (loss) attributable to owners of parent margin	-	-	-	2.5%	1.1%	4.2%	-	2.8%
EPS (yen)*2	-11.79	-42.11	-10.10	2.75	1.47	6.87	-1.13	7.59

(millions of yen)

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
SG&A	4,590	8,950	9,458	10,783	13,455	17,272	21,627	27,477
Advertising expenses	1,573	4,478	2,831	2,022	2,824	2,969	3,306	3,934
Personnel expenses*3	1,476	1,946	2,743	4,237	5,435	7,724	9,635	13,123
Server/pc-related expenses	303	513	735	844	1,008	1,285	1,719	2,055
Rents	235	308	523	693	810	921	1,059	1,153
Recruiting expenses	107	182	338	443	489	678	636	1,222
Share-based payment expenses	-	-	-	-	33	72	702	260
Expenses arising from business combinations (amortization of goodwill and amortization of intangible assets)	-	-	-	-	15	25	39	111
Others	895	1,520	2,272	2,542	2,838	3,594	4,528	5,616

*1 Operating profit + share-based payment expenses + expenses arising from business combinations (amortization of goodwill and amortization of intangible assets) *2 As the Company conducted a four-for-one common stock split effective December 1, 2021, EPS were calculated on the assumption that the stock was split at the beginning of FY2016 *3 Personnel expenses include employee salaries and allowances, employee bonuses, provision for employee bonuses, provision for retirement benefits, and employee legal welfare expenses

[Consolidated C/F]

(millions of yen)

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Cash flows from operating activities								
Profit (loss) before income taxes	-784	-3,078	-937	335	370	908	-96	855
Depreciation	236	366	459	615	691	768	898	889
Loss (gain) on sale of investment securities	-	-	-	-	-32	-979	-291	-24
Share of loss (profit) of entities accounted for using equity method	-	-	-	51	285	609	287	-
Decrease (increase) in notes and accounts receivable - trade	-60	-41	-111	-118	-121	-183	-391	-16
Decrease (increase) in prepaid expenses	-100	204	-67	-84	-50	12	-101	-265
Increase (decrease) in accounts payable - other	-122	333	50	-108	620	-90	780	-239
Increase (decrease) in advances received	896	697	1,125	1,366	1,401	1,479	2,423	2,928
Income taxes paid	-3	-6	-7	-7	-246	-144	-471	-215
Others	137	-85	560	824	346	743	810	1,571
Cash flows from operating activities	198	-1,609	1,072	2,822	3,011	3,123	3,848	5,483
Cash flows from investing activities								
Purchase of property, plant and equipment	-91	-72	-316	-260	-273	-468	-200	-217
Purchase of intangible assets	-250	-408	-574	-535	-636	-453	-480	-348

(millions of yen)

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Purchase of investment securities	-	-	-1,093	-5,901	-336	-2,555	-359	-572
Proceeds from sales of investment securities	-	-	-	-	1,680	3,224	1,406	67
Others	-34	-198	-298	-491	-985	-760	998	-2,109
Cash flows from investing activities	-376	-679	-2,282	-7,189	-551	-1,014	1,364	-3,180
Cash flows from financing activities								
Net increase (decrease) in short-term borrowings	89	-283	4	2	173	-200	-140	-
Proceeds from long-term borrowings	200	50	290	5,460	-	3,250	900	1,800
Repayments of long-term borrowings	-130	-131	-145	-686	-3,220	-2,190	-527	-717
Proceeds from issuance of shares	-	4,206	2,989	6,820	152	209	307	367
Others	-7	-15	-6	-32	-7	-159	-17	-18
Cash flows from financing activities	151	3,826	3,132	11,563	-2,902	909	523	1,431
Effect of exchange rate change on cash and cash equivalents	-3	4	0	-1	2	3	4	10
Net increase (decrease) in cash and cash equivalents	-29	1,541	1,922	7,194	-440	3,021	5,739	3,744
Cash and cash equivalents at the beginning of period	2,033	2,004	3,546	5,468	12,663	12,223	15,245	20,985
Cash and cash equivalents at the end of period	2,004	3,546	5,468	12,663	12,223	15,245	20,985	24,729

Results by Segment

[P/L by Business Segment]

(millions of yen)

	FY 2020	FY 2021	FY 2022	FY 2023
Net sales	16,184	20,420	25,510	33,878
Sansan/Bill One Business	14,605	18,105	22,516	29,948
Sansan	14,519	17,214	19,793	22,889
Sansan recurring sales*1	13,811	16,349	18,688	21,509
Sansan other sales	707	865	1,104	1,379
Bill One	84	826	2,414	6,168
Others	1	64	308	889
Eight business	1,582	2,213	2,867	3,548
B2C services	296	286	303	347
B2B services	1,286	1,927	2,563	3,200
Others	–	126	198	519
Adjustments	-3	-25	-72	-137
Adjusted operating profit (Total)*2	785	730	942	1,709
Sansan/Bill One Business	5,290	5,752	7,005	8,675
Eight Business	-732	-355	-170	314
Others	–	-22	-36	-79
Adjustments*3	-3,772	-4,643	-5,856	-7,201
Adjusted operating profit margin	4.9%	3.6%	3.7%	5.0%
Sansan/Bill One Business	36.2%	31.8%	31.1%	29.0%
Eight Business	–	–	–	8.9%
Others	–	–	–	–

[KPI by Business Segment]

	FY 2020	FY 2021	FY 2022	FY 2023
Sansan/Bill One Business				
Number of Sansan subscriptions (subscriptions)	7,744	8,488	8,969	9,693
Monthly recurring sales per Sansan subscription (thousands of yen)	162	170	184	197
Last 12 months average of monthly churn rate*4 for Sansan	0.63%	0.62%	0.44%	0.42%
Bill One MRR*5 (millions of yen)	19	116	316	640
Number of Bill One paid subscriptions (subscriptions)	188	776	1,581	2,816
Monthly recurring sales per Bill One paid subscription (thousands of yen)	105	149	200	227
Last 12 months average of monthly churn rate*4 for Bill One	–	0.49%	0.64%	0.33%
Eight Business				
Number of Eight users*6 (million)	2.92	3.10	3.31	3.72
Number of Eight Team subscriptions (subscriptions)	2,253	2,819	3,703	4,608

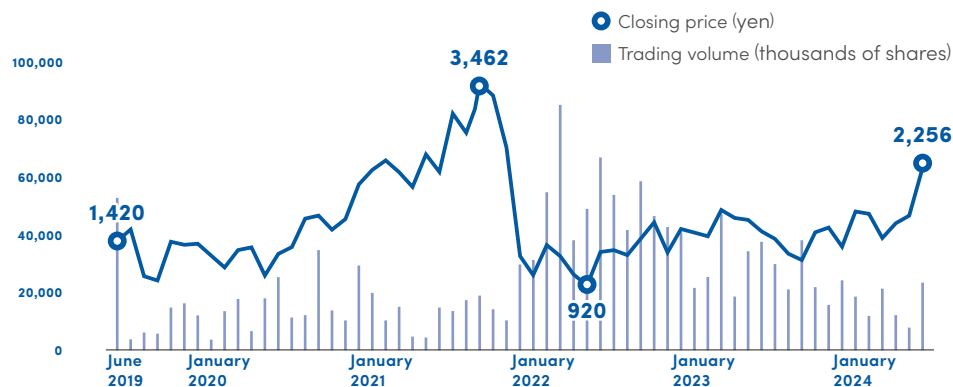
*1 Fixed revenue with regard to Sansan *2 Operating profit + share-based payment expenses + expenses arising from business combinations (amortization of goodwill and amortization of intangible assets) *3 Corporate costs not allocated to reporting segments, primarily general administrative costs not attributable to any segment. Starting from the first quarter of FY2024, costs will be allocated to each segment based on specific rules *4 The percentage of MRR that decreased because of churn out of the total MRR from existing subscriptions for the service *5 MRR: Monthly recurring revenue *6 Number of users that downloaded the application and registered their own business cards

Company and Stock Information

Company Information

Company Name	Sansan, Inc.
Head Office	Shibuya Sakura Stage 28F, 1-1 Sakuragaoka-cho, Shibuya-ku, Tokyo 150-6228, Japan
Group Companies	Sansan Global Pte. Ltd. (Singapore) Sansan Global Development Center, Inc. (Philippines) Sansan Global (Thailand) Co.,Ltd. (Thailand) logmi, Inc. Diamond Corporate Data Services, Inc. CREATIVE SURVEY INC. Institute of Language Understanding Inc.
Founded on	June 11, 2007
Capital	6,774 million yen (as of May 31, 2024)
Employees	1,899 (as of May 31, 2024)

>> Stock Price and Trading Volume Trends*



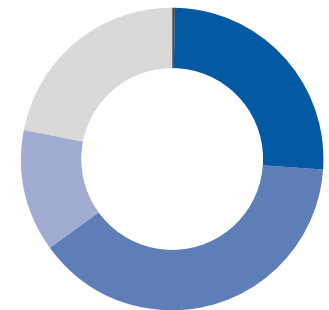
* The Company conducted a four-for-one common stock split effective December 1, 2021. Past results have been retroactively adjusted to reflect this split

Stock Information^[1]

Stock Code	4443
Stock Exchange Registration	Tokyo Stock Exchange, Prime Market
Fiscal Year	June 1 – May 31
Shareholder Registry Administrator	Tokyo Securities Transfer Agent Co., Ltd.
Number of Shares Constituting One Trading Unit	100
Total Number of Issued Shares	125,835,416
Number of Shareholders	7,286

>> Distribution of Shares by Shareholder Type

Individuals and others	21.49 %
Foreign investors	39.12 %
Domestic financial institutions	12.99 %
Other domestic corporations	26.14 %
Securities	0.25 %



>> Major Shareholders

Name	Number of shares	Shareholding ratio
CNK, Inc.	32,809,100	26.07%
JPLLC CLIENT ASSETS-SK J	11,311,935	8.99%
The Master Trust Bank of Japan, Ltd. (Trust Account)	10,636,500	8.45%
Chikahiro Terada	9,415,900	7.48%
MSCO CUSTOMER SECURITIES	9,064,300	7.20%
PERSHING - DIV. OF DLJ SECS. CORP.	4,579,500	3.64%
Kei Tomioka	4,160,000	3.31%
Custody Bank of Japan, Ltd. (Trust Account)	3,897,100	3.10%
Kenji Shiomi	2,285,000	1.82%
MSIP CLIENT SECURITIES	1,835,500	1.46%

[1] As of May 31, 2024

External Evaluation

ESG		MSCI ESG Rating AA	MSCI*	The MSCI ESG Ratings analyze and evaluate how well companies manage their environmental, social, and governance risks.
		Selected for FTSE Blossom Japan Index	FTSE	These indices are created by FTSE Russell, a global index provider. They are designed to measure the performance of companies demonstrating strong environmental, social, and governance (ESG) practices. They are widely used for creating and evaluating sustainable investment funds and other financial products, and are used by the Government Pension Investment Fund (GPIF) for ESG investment stock selection.
		Selected for FTSE Blossom Japan Sector Relative Index		
Annual Report		Silver Award in Traditional Annual Report Category	MerComm, Inc. International ARC Awards	The world's largest annual report competition hosted by MerComm, Inc., an independent evaluation organization in the United States.
	—	Most-Improved Integrated Report	Government Pension Investment Fund (GPIF)	GPIF asks its Japan-based equity investment managers to select "excellent integrated reports" and "most-improved integrated reports," with each institution selecting up to 10 companies.
Corporate Website		Best Site in the Overall Category	Nikko Investor Relations Co., Ltd.'s All Japanese Listed Companies' Website Ranking	This survey evaluates the extent to which the websites of 3,970 listed companies in Japan provide elements that enable stakeholders to obtain information and understand a company's situation. It is based on 164 objective evaluation criteria set from three perspectives: ease of understanding, ease of use, and amount of information.
		Excellence Award	Daiwa Investor Relations Internet IR Awards 2023	This survey evaluates the websites of 4,048 listed companies in Japan based on the concept of 5T&C: Timely, Transparent, Traceable, Trustworthy, and Total (Comprehensive) + Communication (Interactive).

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Website Information

Corporate Website <https://www.corp-sansan.com>

Investor Relations Site <https://ir.corp-sansan.com/en/ir.html>

Sustainability Site <https://www.corp-sansan.com/sustainability/>